



**T.E.A.M EDUCATION TRUST
STUBBIN WOOD SCHOOL & NURSERY**

Person Specification – Vice Principal (Primary)

	Essential	Desirable	
Qualifications	<ul style="list-style-type: none"> • Qualified Teacher Status • To be educated to Degree level (or equivalent) • Recognised leadership qualification 	<ul style="list-style-type: none"> • Higher Degree qualification • Postgraduate SEN courses • Interest in promoting positive mental health and wellbeing outcomes in education. 	A
Experience	<ul style="list-style-type: none"> • Significant teaching experience with pupils with a range of SEN • Leadership experience at middle level in a special school • Implementation of effective teaching strategies which ensure all children make progress. • Appraisal process. • Recruitment and selection. • Monitoring and evaluation teaching 	<ul style="list-style-type: none"> • Monitoring and development of actions plans to address issues identified. • School self-evaluation and school improvement planning. • Curriculum leadership and development • Experience of working with and involving school Governors. • Delivery of resources to promote positive wellbeing for children. 	A, I & R
Knowledge	<ul style="list-style-type: none"> • Strategies which help to raise pupils' achievement • Range of learning difficulties i.e. SLD, COM, PMLD • Behaviour Support policies and practice • Up to date knowledge of statutory regulations and guidance relating to the post including understanding of Ofsted requirements and latest developments in special education. 	<ul style="list-style-type: none"> • Current trends in educational development 	A & I

	<ul style="list-style-type: none"> Resource and signpost to relevant resources in respect of promoting positive student mental health. 		
Skills, Abilities	<ul style="list-style-type: none"> Excellent organisational skills Ability to communicate effectively in writing and orally Ability to lead and manage own work effectively and take responsibility for own professional development Ability to think strategically Able to establish and develop good relationships and liaise effectively with all stakeholders Analysis of data, to evaluate the performance of pupils progress and plan an appropriate course of action for whole school improvement Support, motivate and inspire both colleagues and pupils by leading through example 		A, I & R
Professional Development	<ul style="list-style-type: none"> Committed to personal and professional development 		I & R
Personal Qualities	<ul style="list-style-type: none"> Flexible and approachable Ability to develop and maintain positive working relationships within school and with external agencies. Resilient under pressure Relating positively to and showing respect for all members of school and wider community 		I & R
Other	<ul style="list-style-type: none"> Must be able to perform all duties and tasks with reasonable adjustment, where appropriate, in accordance with the 		A, I, R

	provisions of Disability Discrimination Act 1995. <ul style="list-style-type: none"> • Be capable of moving and handling within school policies and procedures 		
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Key:

A	Application	I	Interview	R	Reference
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Stubbin Wood School & Nursery is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This post will be subject to satisfactory references and enhanced DBS clearance